

Appendix 1 to

Covering the Period from October 1, 2019 to September 30, 2020

Stations Comprising Station Employment Unit: **KCVM-FM, KCNZ-AM,
KCFI-AM**

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1.	Account Executive	Radio Ad	8
2 .			
3 .			
4 .			
5 .			

Total Number of Persons Interviewed During Applicable Period: 9

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020

**Stations Comprising Station Employment Unit: KCVM-FM, KCNZ-AM,
KCFI-AM**

Section 2: Recruitment Source Information

	Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Station Website	0	0
B	Referral	0	0
C	KCVM, KCNZ, KCFI Radio Commercials	1	1
D	IBA Website	0	0
E	IBNA – Iowa Broadcast News Association	0	0
F	Iowa Workforce Job Site	0	0
G	Indeed.com	8	0

*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

Stations Comprising Station Employment Unit: **KCVM-FM, KCNZ-AM, KCFI-AM**

Section 3: **Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KCVM-FM, KCNZ-AM, KCFI-AM.**

Description of Activities:

Internship Program –

KCVM-FM, KCNZ-AM and KCFI-AM annually conducts an on-going internship program to give high school and college students a hands-on experience in radio broadcasting. The stations invited students to apply for the various internship opportunities through recruitment at the local high school guidance offices and speech coaches, and by contacting the internship coordinators at University of Northern Iowa (UNI) and Wartburg College.

One (1) intern took part in the program during the reporting period of October 1, 2019 to September 30, 2020: Logan Blackman, a senior at University of Northern Iowa.

Bob Westerman provided a job shadow experience for a Cedar Falls High School senior (AJ Wegner) during the reporting period.

School Career Fairs/Events –

KCVM-FM, KCNZ-AM and KCFI-AM annually contacts area schools and offers to participate in any school career fairs and events that may be scheduled. Various employees participate in the events, depending on the specialty the students are most interested in.

School Career Fairs/Educational Events during the reporting period of October 1, 2019, to September 30, 2020, include:

University of Northern Iowa Intro to Media Class, Jim Coloff, General Manager

Youth Radio Writing & Recording Program –

KCVM-FM, KCNZ-AM and KCFI-AM conduct a program each October including 30 fifth grade students from area schools. The students are given the opportunity to write Public Service Announcements and record the announcements for airing on the local radio stations. Station staff trains the students on writing and recording skills as part of the process.

School Communication Award –

KCVM-FM awarded the Communicator Award locally in the Cedar Falls School District at Hansen School. The award is given to a student who has demonstrated skill and ability in the field of communication. The student was chosen in May, 2020. Jim Coloff presented the Award virtually by video presentation as the school awards banquet was cancelled due to Covid 19.